

Highlights Report BoM



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Responses:

1,581 of 2,301

Response Rate:

69%

Exploring your results



Take time to understand your report. Consider your response rate to determine how representative your results are of the views of your colleagues.



Most questions in this report have information about the proportion of colleagues responding positively, neutrally or negatively.



Identify the areas where you are performing well. These will tend to be high results which are notably above any comparative results. Celebrate these results.



Identify areas that need improvement. These will be the lower results, and/or those which are scoring notably below your comparators.



Generally a difference of ± 5 percentage points is worthy of attention, but the size of the group is important. Changes in small groups can be unreliable.

Employee Engagement: Say, Stay, Strive



How engaged is your team?

Employee engagement is more than simply job satisfaction or commitment to an organisation. It is the extent to which employees are motivated, inspired and enabled to improve an organisation's outcomes.

Your Employee Engagement Index score		74	Response scale		% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
Say	Overall, I am satisfied with my job	74	15	11	74%	+1	-1	0	-3
	I am proud to work in my agency	79	14		79%	-1	+2	+4	-1
	I would recommend my agency as a good place to work	64	22	14	64%	+1	-7⬇️	-4	-11⬇️
	I believe strongly in the purpose and objectives of my agency	86		11	86%	-1	0	+1	0
Stay	I feel a strong personal attachment to my agency	69	22	10	69%	0	+6⬆️	+5⬆️	+5⬆️
	I feel committed to my agency's goals	83	13		83%	0	-2	-2	-2
Strive	I suggest ideas to improve our way of doing things	91		8	91%	0	+4	+6⬆️	+2
	I am happy to go the 'extra mile' at work when required	88		8	88%	+1	-3	-2	-4
	I work beyond what is required in my job to help my agency achieve its objectives	78	18		78%	-1	-3	-3	-4
	My agency really inspires me to do my best work every day	55	28	18	55%	-2	-6⬇️	-5⬇️	-7⬇️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Leadership - Immediate Supervisor



Immediate Supervisor

The Immediate Supervisor Index assesses how employees view the leadership behaviours of their immediate supervisor in line with the *APS Leadership Capability Framework*.

Your Immediate Supervisor Index score		78		Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
Immediate Supervisor	My supervisor engages with staff on how to respond to future challenges	80	14		80%	-2	0	0	-1
	My supervisor can deliver difficult advice whilst maintaining relationships	81	13		81%	+1	+1	+1	+1
	My supervisor invites a range of views, including those different to their own	83	11		83%	-2	+1	+2	0
	My supervisor encourages my team to regularly review and improve our work	81	14		81%	+1	-1	-2	-2
	My supervisor is invested in my development	77	16	8	77%	+1	-1	-1	-2
	My supervisor ensures that my workgroup delivers on what we are responsible for	87	9		87%	0	-1	0	-1
Other similar questions									
	My supervisor provides me with helpful feedback to improve my performance	75	17	8	75%	+1	-4	-4	-3
	My immediate supervisor encourages me	78	15		78%	+1	+1	+1	0
	My supervisor actively ensures that everyone can be included in workplace activities	84	12		84%	0	0	0	0
	My supervisor encourages me to take on new tasks and gain experience doing things I've never done before	81	14		81%	-	0	0	-1
Key		At least 5 percentage points greater than comparator			At least 5 percentage points less than comparator			Positive Neutral Negative	

Leadership - SES Manager



SES Manager

The SES Manager Index assesses how employees view the leadership behaviours of their immediate SES manager in line with the *APS Leadership Capability Framework*.

Your SES Manager Leadership Index score	67	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
				0	-3	-1	-5↓

SES Manager	My SES manager clearly articulates the direction and priorities for our area	64	22	14	64%	+2	-5↓	-3	-8↓
	My SES manager presents convincing arguments and persuades others towards an outcome	58	29	13	58%	-1	-5↓	-1	-9↓
	My SES manager promotes cooperation within and between agencies	62	29	9	62%	0	-6↓	-2	-11↓
	My SES manager encourages innovation and creativity	61	27	12	61%	0	-5↓	-3	-7↓
	My SES manager creates an environment that enables us to deliver our best	60	25	15	60%	+1	-6↓	-3	-9↓
	My SES manager ensures that work effort contributes to the strategic direction of the agency and the APS	72	19	9	72%	+2	-2	+1	-6↓

Other similar questions

	In my agency, the SES work as a team	40	32	28	40%	-2	-16↓	-15↓	-17↓
	In my agency, the SES clearly articulate the direction and priorities for our agency	49	25	26	49%	-4	-15↓	-14↓	-16↓
	My SES manager routinely promotes the use of data and evidence to deliver outcomes	62	28	10	62%	+1	-5↓	-2	-8↓

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Communication and change



Communication

The Communication Index measures communication at the individual, group and agency level.

Change

Effective communication is an important part of any change process. Note these questions do not contribute to the above index score.

Your Communication Index score	65	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
				0	-4	-3	-4

Communication	My supervisor communicates effectively	83	10	7	83%	+1	+2	+1	+1
	My SES manager communicates effectively	65	21	14	65%	+1	-5⬇️	-2	-8⬇️
	Internal communication within my agency is effective	41	29	30	41%	-3	-17⬇️	-16⬇️	-17⬇️

Other similar questions

Change	When changes occur, the impacts are communicated well within my workgroup	68	17	15	68%	+1	0	+1	0
	Staff are consulted about change at work	48	34	17	48%	+2	-2	-2	-2
	Change is managed well in my agency	27	32	41	27%	-1	-16⬇️	-17⬇️	-15⬇️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Enabling Innovation



Enabling Innovation

The Innovation Index assesses both whether employees feel willing and able to be innovative, and whether their agency has a culture which enables them to be so.

Your Enabling Innovation Index score		64	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
Enabling Innovation	I believe that one of my responsibilities is to continually look for new ways to improve the way we work	84	12	84%	-2	+5⬆	+7⬆	+3
	My immediate supervisor encourages me to come up with new or better ways of doing things	76	16	76%	-2	+4	+5⬆	+2
	People are recognised for coming up with new and innovative ways of working	57	27	57%	0	-1	0	-2
	My agency inspires me to come up with new or better ways of doing things	45	34	45%	-3	-5⬇	-5⬇	-4
	My agency recognises and supports the notion that failure is a part of innovation	34	39	34%	+2	-7⬇	-8⬇	-6⬇

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Wellbeing Policies and Support



Wellbeing

The Wellbeing Index provides a measure of the practical and cultural elements that allow for a sustainable and healthy working environment.

Your Wellbeing Policies and Support Index score				70	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
							+2	0	0	-1
Wellbeing Policies and Support	I am satisfied with the policies/practices in place to help me manage my health and wellbeing	65	24	11	65%	+3	-2	-2	-3	
	My agency does a good job of communicating what it can offer me in terms of health and wellbeing	62	26	12	62%	+4	-4	-4	-5⬇️	
	My agency does a good job of promoting health and wellbeing	63	24	13	63%	+4	-4	-4	-4	
	I think my agency cares about my health and wellbeing	65	22	13	65%	+3	0	+2	-2	
	I believe my immediate supervisor cares about my health and wellbeing	90			90%	+1	+3	+5⬆️	+2	
Other similar questions										
Wellbeing	If I felt it was needed, I would feel comfortable discussing my mental health and wellbeing with my supervisor	75	13	12	75%	-	+1	+1	0	
	The people in my workgroup are able to bring up problems and tough issues	85	9		85%	-	+5⬆️	+6⬆️	+4	
	I receive the respect I deserve from my colleagues at work	83	14		83%	+1	+1	+2	0	
	My agency supports and actively promotes an inclusive workplace culture	80	14		80%	-1	-1	-1	-3	
Key ⬆️ At least 5 percentage points greater than comparator ⬇️ At least 5 percentage points less than comparator Positive Neutral Negative										

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
In general, would you say that your health is:						
Excellent		14%	+1	+3	+4	+3
Very good		40%	+2	+5 	+6 	+4
Good		33%	-2	-5 	-6 	-4
Fair		11%	0	-3	-3	-3
Poor		2%	0	-1	-1	-1
What best describes your current workload?						
Well above capacity – too much work		23%	-2	0	+1	-1
Slightly above capacity – lots of work to do		44%	0	+4	+4	+3
At capacity – about the right amount of work to do		28%	+1	-3	-5 	-2
Slightly below capacity – available for more work		5%	0	0	0	-1
Well below capacity – not enough work		1%	0	0	0	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Wellbeing

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
How often do you find your work stressful?						
Always		3%	+1	-2	-2	-1
Often		24%	-2	-1	-1	-1
Sometimes		54%	+1	+4	+5 	+4
Rarely		17%	-1	-2	-1	-1
Never		2%	0	0	0	0
To what extent is your work emotionally demanding?						
To a very large extent		6%	+1	-2	-3	-2
To a large extent		18%	0	-2	-3	-2
Somewhat		43%	+1	+5 	+4	+5 
To a small extent		24%	-1	0	+1	-1
To a very small extent		9%	0	-1	0	-1
I feel burned out by my work						
Strongly agree		6%	0	-2	-2	-2
Agree		22%	0	-1	-1	-1
Neither agree nor disagree		35%	0	+3	+2	+4
Disagree		29%	-1	-1	+1	-1
Strongly disagree		8%	0	0	+1	0

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Flexible work



The working away from the office responses present how often employees worked away from the office/worked from home during a usual working week. It includes the responses for all employees, not just those who indicated they accessed working from home as a flexible working arrangement.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
I am confident that if I requested a flexible work arrangement, my request would be given reasonable consideration	89	89%	+2	+6 ⬆	+9 ⬆	+2
Do you currently access any of the following flexible working arrangements? [Multiple Response]						
Part time		12%	0	0	0	0
Flexible hours of work		32%	-3	+5 ⬆	+5 ⬆	+5 ⬆
Compressed work week		5%	+2	+1	+1	0
Job sharing		0%	0	0	0	0
Working away from the office/working from home		75%	0	+13 ⬆	+19 ⬆	+5 ⬆
None of the above		15%	+1	-9 ⬆	-12 ⬆	-3
Working away from the office						
None of the time		25%	-	-13 ⬆	-19 ⬆	-5 ⬆
All of the time		9%	-	+3	+4	0
Some of the time as a regular arrangement		50%	-	+3	+6 ⬆	-3
Only on an irregular basis		16%	-	+7 ⬆	+8 ⬆	+7 ⬆
Did not disclose their arrangement		0%	-	0	0	0

Key  At least 5 percentage points greater than comparator  At least 5 percentage points less than comparator Positive Neutral Negative

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Key  At least 5 percentage points greater than comparator  At least 5 percentage points less than comparator Positive Neutral Negative

Key  At least 5 percentage points greater than comparator  At least 5 percentage points less than comparator Positive Neutral Negative



Working in the APS

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
I am supported to use my expertise to provide frank and fearless advice	60 21 19	60%	-	-6↓	-5↓	-7↓
The people in my workgroup demonstrate stewardship	80 15	80%	-	+3	+5↑	+1
The culture in my agency supports people to act with integrity	67 18 15	67%	-	-10↓	-8↓	-11↓
I believe strongly in the purpose and objectives of the APS	87 11	87%	+2	+1	+1	+1
I feel a strong personal attachment to the APS	60 28 11	60%	+5↑	-4	-6↓	-3
My workgroup considers the people and businesses affected by what we do	89 8	89%	-	+4	+6↑	+3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Job satisfaction

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
I am satisfied with the recognition I receive for doing a good job	68 19 13	68%	-2	-1	+2	-4
I am fairly remunerated (e.g. salary, superannuation) for the work that I do	56 22 22	56%	+9⬆	-7⬇	-2	-13⬇
I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits)	85 10	85%	+7⬆	+3	+5⬆	0
I am satisfied with the stability and security of my job	76 14 10	76%	0	-9⬇	-9⬇	-9⬇

Clarity and autonomy

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
I understand how my role contributes to achieving an outcome for the Australian public	91	91%	0	-1	-2	-1
I am clear what my duties and responsibilities are	78 16	78%	-1	-1	-2	0
I have a choice in deciding how I do my work	75 18	75%	+2	+9⬆	+14⬆	+4
Where appropriate, I am able to take part in decisions that affect my job	73 14 13	73%	+2	+2	+4	-1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Performance

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
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In the last month, please rate your workgroup's overall performance

Excellent		26%	0	-1	0	-3
Very good		57%	+2	+2	+2	+2
Average		14%	-3	-1	-2	0
Below average		3%	+1	+1	+1	+1
Well below average		1%	0	0	0	0

	Response scale	% Positive	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
My workgroup has the appropriate skills, capabilities and knowledge to perform well	82 11 7	82%	-1	+3	+5	+2
My workgroup has the tools and resources we need to perform well	47 22 31	47%	-1	-12	-13	-11
The people in my workgroup use time and resources efficiently	79 13 8	79%	0	+3	+4	+3
My job gives me opportunities to utilise my skills	82 10 8	82%	0	+2	+3	0
In the last 12 months, the formal learning I have accessed has improved my performance	54 31 15	54%	-	-4	-5	-3

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Retention



Employees who indicated that they wanted to leave their current position as soon as possible or within the next 12 months were asked what their plans were.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
Which of the following statements best reflects your current thoughts about working in your current position?						
I want to leave my position as soon as possible		7%	+2	-2	-2	-2
I want to leave my position within the next 12 months		14%	-4	-8⬇️	-7⬇️	-10⬇️
I want to stay working in my position for the next one to two years		39%	-1	+1	+4	-1
I want to stay working in my position for at least the next three years		39%	+3	+9⬆️	+5⬆️	+13⬆️
What best describes your plans involved with leaving your current position?						
I am planning to retire		8%	+1	+3	+1	+4
I am pursuing another position within my agency		28%	-1	-15⬇️	-19⬇️	-17⬇️
I am pursuing a position in another agency		22%	+5⬆️	-5⬇️	-2	-4
I am pursuing work outside the APS		18%	-1	+9⬆️	+9⬆️	+9⬆️
It is the end of my non-ongoing, casual or contracted employment		10%	-3	+7⬆️	+8⬆️	+6⬆️
Other		15%	-1	+2	+3	+1

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Retention



Employees were also asked for the primary reason behind their desire to leave and could select one response from a list of items.

Only the five reasons for leaving with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
What is the primary reason behind your desire to leave your current position? (5 highest responses):						
Senior leadership is of a poor quality		12%	-	-	-	-
I wish to pursue a promotion opportunity		10%	-	-	-	-
I want to try a different type of work or I'm seeking a career change		9%	-	-	-	-
I am looking to further my skills in another area		8%	-	-	-	-
There are a lack of future career opportunities in my agency		7%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who had perceived discrimination in the last 12 months in the course of their employment were asked what the basis was for the discrimination. Employees could select one or more responses from a list of items.

Only the three types of discrimination with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

Discrimination	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic?						
Yes		7%	0	-3	-3	-2
No		93%	0	+3	+3	+2
Did this discrimination occur in your current agency?						
Yes		93%	-1	+1	0	+1
No		7%	+1	-1	0	-1
Basis for the discrimination that you experienced (3 highest responses):						
Gender		49%	-	-	-	-
Race		35%	-	-	-	-
Age		17%	-	-	-	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who perceived harassment or bullying in the last 12 months were asked what type of harassment or bullying they experienced. Employees could select one or more responses from a list of items.

Only the three options with the highest proportion of responses are presented here. These may vary between agencies, work units and with results for the APS overall.

Harassment and bullying	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
During the last 12 months, have you been subjected to harassment or bullying in your current workplace?						
Yes		7%	0	-3	-4	-3
No		88%	+1	+4	+4	+3
Not sure		5%	-1	0	-1	0
Types of harassment or bullying experienced (3 highest responses):						
Interference with work tasks (e.g. withholding needed information, undermining or sabotage)		44%	-	-	-	-
Verbal abuse (e.g. offensive language, derogatory remarks, shouting or screaming)		42%	-	-	-	-
Deliberate exclusion from work-related activities		32%	-	-	-	-
Did you report the harassment or bullying?						
I reported the behaviour in accordance with my agency's policies and procedures		25%	-13⬇️	-11⬇️	-12⬇️	-11⬇️
It was reported by someone else		4%	+2	-4	-4	-3
I did not report the behaviour		71%	+12⬆️	+15⬆️	+15⬆️	+14⬆️

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Unacceptable behaviour



Employees who indicated that they had witnessed potential corrupt behaviour were asked to describe the behaviour. Employees could select one or more responses from a list of items.

Only the three types of corrupt behaviours with the highest proportion of responses are presented here. These may vary between agencies and with results for the APS overall.

Corruption	Response scale	%	Variance from 2023	Variance from APS overall	Variance from larger operational agencies	Variance from large sized agencies
Excluding behaviour reported to you as part of your duties, in the last 12 months have you witnessed another APS employee in your agency engaging in behaviour that you consider may be serious enough to be viewed as corruption?						
Yes		5%	+2	+2	+1	+2
No		87%	-3	-4	-3	-5 ↓
Not sure		5%	0	+1	+1	+1
Would prefer not to answer		4%	+1	+1	+1	+2

Types of corrupt behaviours witnessed (3 highest responses):

Cronyism-preferential treatment of friends, such as appointing them to positions without proper regard to merit		52%	-	-	-	-
Perverting the course of justice		24%	-	-	-	-
Green-lighting		24%	-	-	-	-

Did you report the potentially corrupt behaviour?

I reported the behaviour in accordance with my agency's policies and procedures		11%	0	-10 ↓	-11 ↓	-9 ↓
It was reported by someone else		14%	+5 ↑	-2	-3	-1
I did not report the behaviour		74%	-4	+12 ↑	+14 ↑	+10 ↑

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Demographics

How do you describe your gender?	Responses
Man or male	56%
Woman or female	37%
Non-binary	1%
I use a different term	0%
Prefer not to say	6%

Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

Do you have an ongoing disability?	Responses
Yes	8%
No	92%

Do you have carer responsibilities?	Responses
Yes	42%
No	58%

Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	Responses
Yes	8%
No	92%

Do you identify as culturally and linguistically diverse?	Responses
Yes	27%
No	73%

How would you describe your cultural background? [Multiple Response]	Responses
Australian (excluding Australian Aboriginal and/or Torres Strait Islander)	66%
Australian Aboriginal and/or Torres Strait Islander	1%
New Zealander (excluding Maori)	2%
Maori, Melanesian, Papuan, Micronesian, and Polynesian	1%
Anglo-European	16%
North-West European (excluding Anglo-European)	4%
Southern and Eastern European	7%
South-East Asian	9%
North-East Asian	3%
Southern and Central Asian	5%
North American	1%
South and Central American and Caribbean Islander	1%
North African and Middle Eastern	1%
Sub-Saharan African	2%

Do you consider yourself to be neurodivergent?	Responses
Yes	7%
No	71%
Maybe	11%
I am unsure what neurodivergent means	11%

Agency position



Agency position

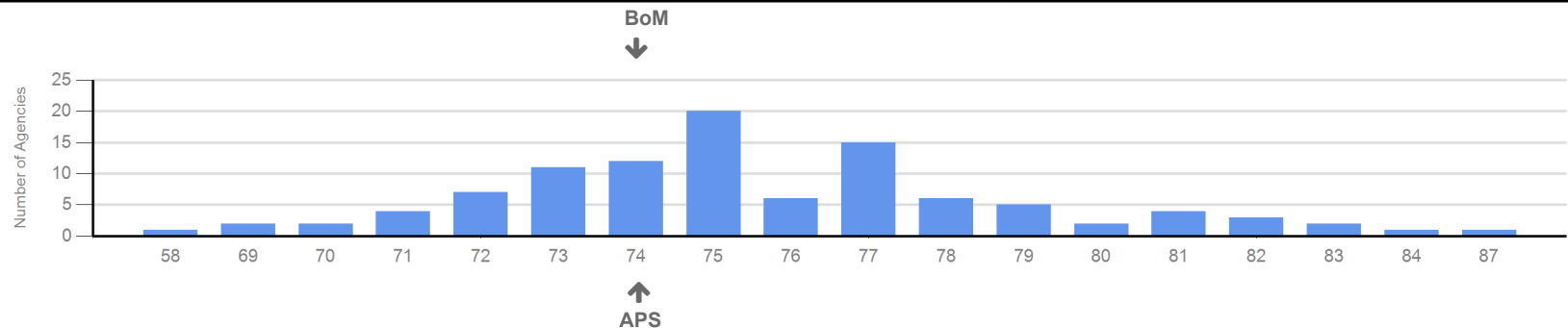
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score and the scores of other agencies.

Along the line (y-axis) are the index scores. The height of the bar (x-axis) is how many agencies have that index score.

Please note, the y-axis values are not consecutive as only index scores received by an agency are represented.

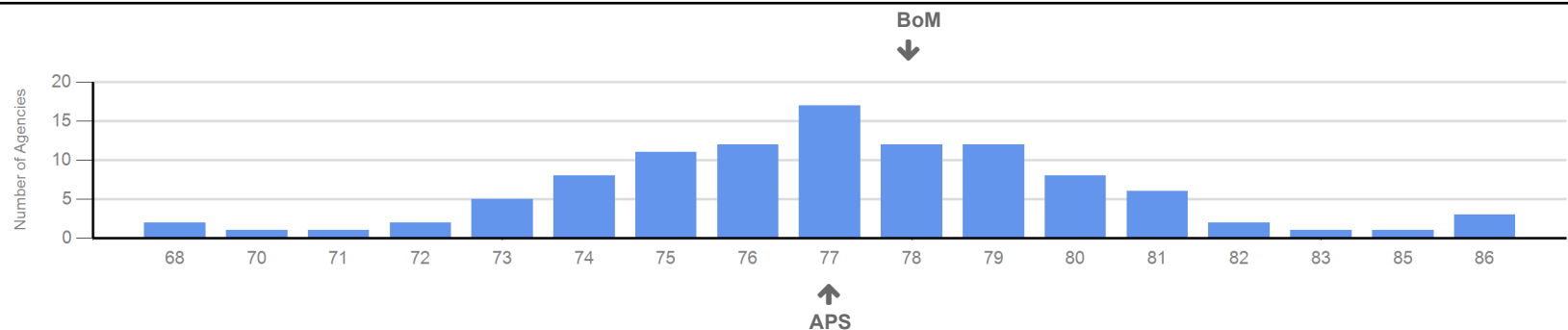
Employee Engagement Index

Ranking : 75th of 104



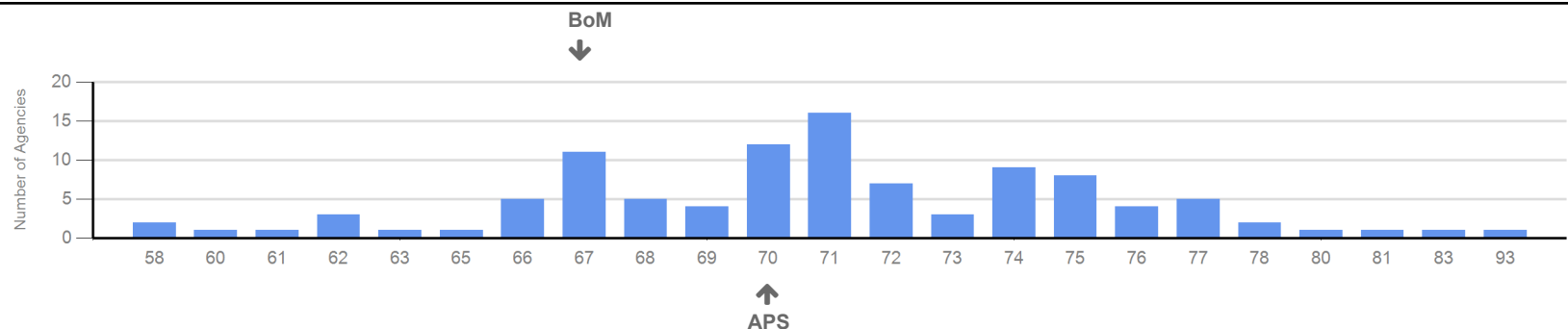
Leadership – Immediate Supervisor Index

Ranking : 43rd of 104



Leadership – SES Manager Index

Ranking : 85th of 104



Agency position



Agency position

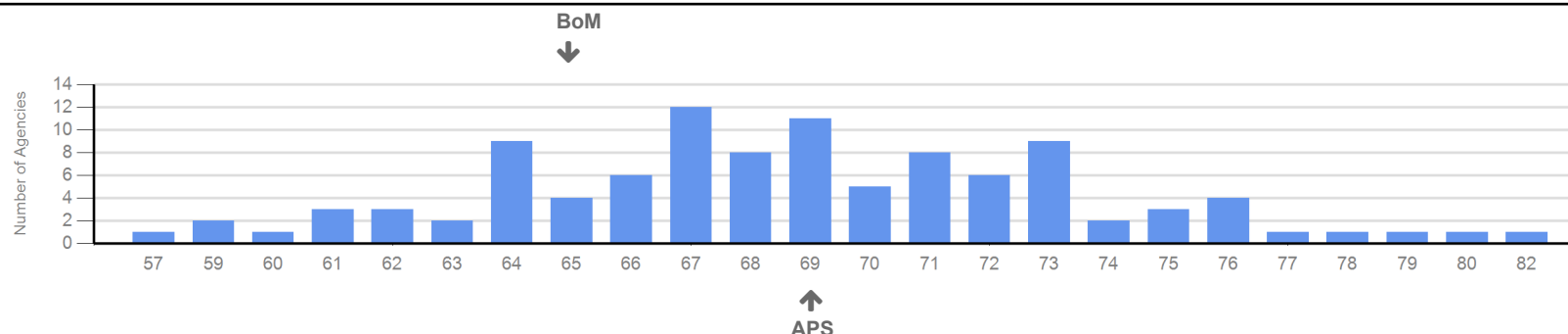
These graphs display the overall index score of each agency for the Employee Engagement, Leadership – Immediate Supervisor, Leadership – SES Manager, Communication, Enabling Innovation and Wellbeing Policies and Support indices. These are to assist you to see where your agency sits in comparison to the overall APS index score and the scores of other agencies.

Along the line (y-axis) are the index scores. The height of the bar (x-axis) is how many agencies have that index score.

Please note, the y-axis values are not consecutive as only index scores received by an agency are represented.

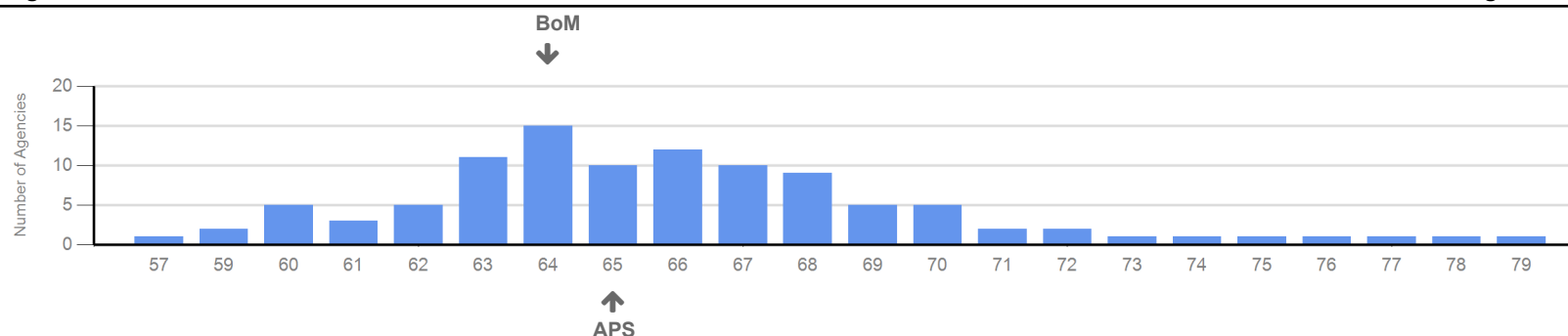
Communication Index

Ranking : 80th of 104



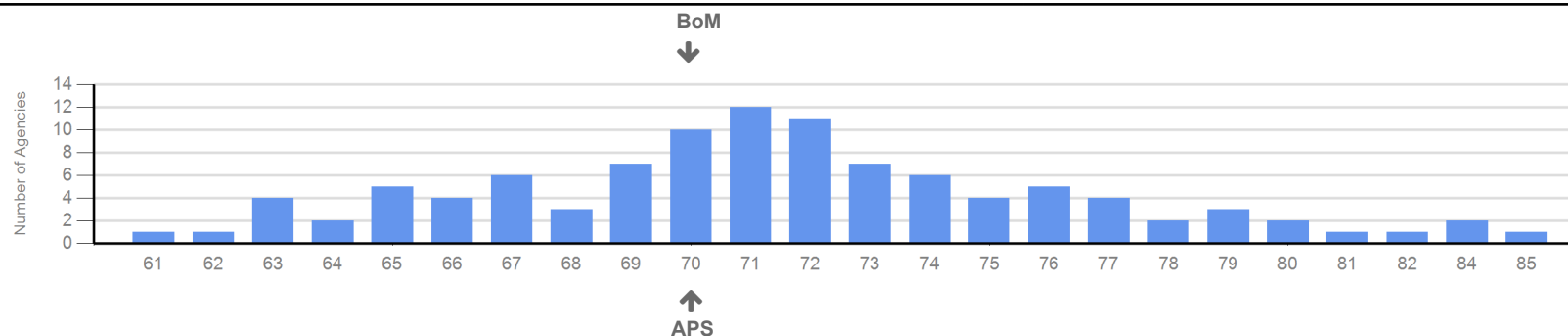
Enabling Innovation Index

Ranking : 66th of 104



Wellbeing Policies and Support Index

Ranking : 69th of 104



Suggested questions to focus on



What to focus on?

Through driver analysis, these key questions have been identified as being important to employees in your agency and associated with employee engagement.

They are not necessarily the questions with the lowest scores.

Some will be areas to improve upon and some will be areas to maintain.

Develop actions and activities to improve upon these, where possible, to drive higher levels of performance.



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

%
Positive

Variance from
2023

Variance from
APS overall

Variance from
larger
operational
agencies

Variance from
large
sized agencies

.1	I am supported to use my expertise to provide frank and fearless advice	60%	-	-6↓	-5↓	-7↓
.2	My agency inspires me to come up with new or better ways of doing things	45%	-3	-5↓	-5↓	-4
.3	The culture in my agency supports people to act with integrity	67%	-	-10↓	-8↓	-11↓
.4	Change is managed well in my agency	27%	-1	-16↓	-17↓	-15↓
.5	Internal communication within my agency is effective	41%	-3	-17↓	-16↓	-17↓
.6	I am satisfied with the recognition I receive for doing a good job	68%	-2	-1	+2	-4

BoM specific questions

	Response scale			% Positive	Variance from 2023
I feel connected to the Bureau's Strategy 2022-2027	52	32	16	52%	-1
Customer focus will continue to guide our strategy and operations. I understand what this means in my day-to-day role	80	13		80%	+3
In the last 12 months I have seen an improvement in the management of changes impacting me	32	40	28	32%	-1
I understand where I can share customer feedback so that it is acknowledged	50	30	20	50%	-1
Senior leaders encourage the identification and reporting of issues or risks	59	25	16	59%	-1
My agency does a good job in managing identified risks	42	36	22	42%	0
I actively participate and contribute to my team's Culture Action Plan	75		25	75%	+12 ⬆
I see positive outcomes as a result of my team or Program Culture Action Plan	47	40	13	47%	-
The Bureau responds to staff feedback received through APS Censuses and Culture Surveys	48	34	19	48%	-
The Bureau is committed to supporting a workforce that comprises a diverse range of people, based on their individual characteristics, values, beliefs and backgrounds	79	15		79%	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



BoM specific questions

	Response scale		% Positive	Variance from 2023
I actively engage in and promote activities that foster an inclusive work environment where everyone feels respected, connected, valued for their contributions, and has opportunities to develop and progress	81	16	81%	-
I feel confident that if I raise concerns about workload demands and expectations that my manager will take action to address	74	17 10	74%	-

Key



At least 5 percentage points greater than comparator



At least 5 percentage points less than comparator

Positive Neutral Negative



Time to take action



Celebrate

What things do we do well?

Think about how we can build on our strengths and learn from what we are good at.



Investigate further with our teams

Are there any other opportunities coming out of the results that we want to explore further?

How could we investigate? Through looking at the data in more detail or through discussions with staff?



Opportunities

Areas we need to focus on and turn into action plans:

What are the key things we need to improve to make working here better?



Use this page to start your local action plans

Identify areas to celebrate, opportunities for improvement and areas which you need to investigate further.

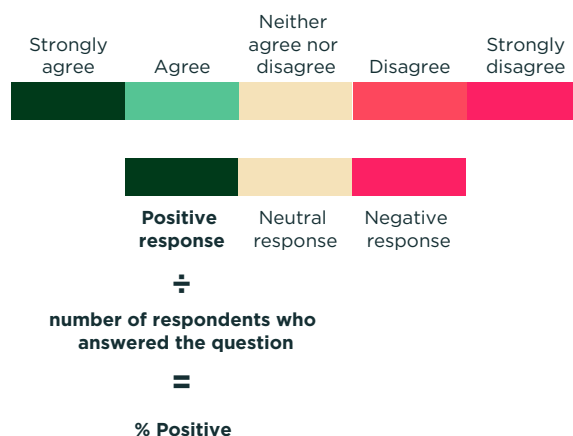
Prioritise 3 areas to take forward

	Prioritise 3 areas for action	Timescales	Owner	Resources required	Target/Success measure
1					
2					
3					

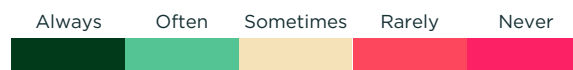
Guide to this report

% Positive

Where results are shown as positive percentages (% positive), these are calculated by adding together positive responses ("strongly agree" + "agree" or "always" + "often") and dividing by the number of respondents who answered the question.



For 5 point scale questions not asked on the *agree to disagree* scale the same rules apply, the green percent represents a **positive response** (unless the question is negatively worded).



Rounding

Results are presented as whole numbers for ease of reading, with rounding performed at the last stage of calculation for maximum accuracy. Values from x.00 to x.49 are rounded down and values from x.50 to x.99 are rounded up. Therefore in some instances, results may not total 100%.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
Number of responses	151	166	176	96	24	613
Percentage	24.63%	27.08%	28.71%	15.66%	3.92%	100%
Rounded percentage	25%	27%	29%	16%	4%	101%
Number of positive	151 + 166 = 317					
% Positive	317 ÷ 613 = 52%					

Anonymity

It is best practice not to display the results of groups of respondents to the extent where the anonymity of individuals may be compromised. Results will not be shown where there are less than 10 respondents in a group.

Comparisons

Comparisons to other similarly sized agencies are used through this report. To see how agencies are categorised visit:

<https://www.apsc.gov.au/aps-agencies-size-and-function>

Comparisons to previous years

The method of analysing and reporting specific results may be periodically reviewed and revised. Such improvements are applied to current data and that of previous years. For this reason the current report is always the most accurate data source for APS Employee Census results, including comparisons with time series data.

